

10 Habits of Effective Team Leaders



- 1. *Effective team leaders lead by example:***

Actions speak louder than words. People pay more attention to what you do than to what you say so make sure you are **doing it** rather than **talking about it!**
- 2. *Effective team leaders set clear objectives:***

By establishing clear goals for your team to achieve, you establish a purpose and sense of direction.
- 3. *Effective team leaders manage performance:***

Once you have established a purpose and defined the goals, you need to manage the team's performance in achieving them - and provide feedback.
- 4. *Effective team leaders praise good work frequently and correctly:***

Make a point of telling team members when they do something right. And praise them in the right way:

 - Specific: give praise that is specific not vague;
 - Public: people are motivated when their good work is recognised by other team members as well as their manager.
- 5. *Effective team leaders communicate effectively:***

Good communication breeds good communication. If your people know and understand what is required of them, they respond accordingly. Effective communication is always two-way.
- 6. *Effective team leaders encourage ideas and initiative:***

Innovation and creativity are essential requirements for every organisation to move forward. Effective team leaders should look to encourage team members to suggest ideas and take initiative – but to manage the implementation of these ideas so that risk is minimised.
- 7. *Effective team leaders adapt their teams:***

No team stays the same forever. Indeed teams can thrive on change if they are handled correctly. Make sure you are aware of the changes in dynamics in your team and regard change as an opportunity to improve.
- 8. *Effective team leaders develop team members:***

Despite being part of a cohesive team, team members are likely to be most concerned about their own development. By attending to their developmental needs you will enable individuals to grow and be motivated. In turn, this will also grow and motivate the team as a whole.

9. *Effective team leaders Treat team members as individuals:*

Different people are motivated by different goals. And different goals will emerge at different stages of an individual's life. An effective team member should get to know team members in order to understand what will motivate them. Once you have established what motivates an individual, you can set goals accordingly.

10. *Effective team leaders learn from experience:*

The hallmark of a successful team leader is that they are always looking to build on success. No matter how strong the team and their achievements are, there are always areas on which you can improve. And this need to constantly improve will further enhance your team's spirit and sense of direction.

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